



SECRETARY OF THE ARMY
WASHINGTON

11 JAN 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: National Security Personnel System (NSPS)

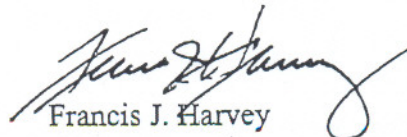
1. The Department of Defense (DoD) is finalizing the enabling regulations for our new civilian personnel system, which will be published in the Federal Register for public comment and the statutory collaboration with employee representatives. The NSPS provides a unique opportunity to improve the way we manage our civilian workforce. Implementing NSPS will require significant effort, but the dividends are tremendous as we can develop a flexible and fair system that will help us attract, retain, reward and grow a civilian workforce to meet the national security demands of the twenty-first century.

2. I am committed to making NSPS a success. As we move forward, my Assistant Secretary for Manpower and Reserve Affairs will provide oversight and direction for the execution of NSPS. The G-1 will manage the implementation and coordinate our efforts among the MACOMs and the Army Staff. This includes training for supervisors, managers, human resources specialists, employees, commanders and other senior officials. We will work closely with you throughout the process.

3. It is only through your personal commitment that we can ensure success. This includes demonstrated support of the program to your entire workforce -- soldiers as well as civilians -- and adequate resourcing. Resistance to change of this magnitude can be offset by strong leadership and by comprehensive communications. Your support will demonstrate the Army's commitment to this new system, and promote a positive environment for change.

4. Initial deployment, Spiral One, will focus on the majority of the DoD workforce -- GS employees in the United States, up to the statutory limit of 300,000. This limit will remain in effect until the Secretary of Defense determines that the performance management system meets the criteria specified in the NSPS law. Spiral One includes plans for three deployments over the course of eighteen months, with Spiral 1.1 units deploying as early as July 2005. Army will have about 24,000 employees in Spiral 1.1, with organizations from the Corps of Engineers, Army Medical Command, Army Materiel Command, Space and Missile Defense Command, and the Civilian Human Resources Agency.

5. I can't stress enough the importance of this initiative to our mission. NSPS will enhance our ability to more easily size, shape, and deploy our workforce to meet changing mission and requirements. Thank you for your personal involvement in this critical effort.


Francis J. Harvey

SUBJECT: National Security Personnel System

FOR DISTRIBUTION:

PRINCIPAL OFFICIALS OF HEADQUARTERS, DEPARTMENT OF THE ARMY
COMMANDER

US Army Europe & 7th Army, APO AE 09014
Eighth US Army, APO AP 96205
US Army South, 2450 Stanley Road (Ste 700), Fort Sam Houston TX 78234
US Army Forces Command, Fort McPherson, GA 30330-6000
US Army Training and Doctrine Command, Fort Monroe, VA 23651-5000
US Army Materiel Command, 5001 Eisenhower Ave, Alexandria, VA 22333-0001
US Army Corps of Engineers, 441 G Street NW, Washington, DC 20314-1000
US Army Special Operations Command, Fort Bragg, NC 28310-5200
US Army Pacific, Fort Shafter, HI 96858-5100
Military Traffic Management Command, 200 Stovall Street, Hoffman Building II,
Alexandria, VA 22322-5000
US Army Criminal Investigation Command, 6010 6th Street, Fort Belvoir, VA
22060-5506
US Army Medical Command/The Surgeon General, 5109 Leesburg Pike,
Falls Church, VA 22041-3258
US Army Intelligence and Security Command, 8825 Beulah Street, Fort Belvoir, VA
22060-5246
US Army Military District of Washington, Fort Lesley J. McNair, DC 20319-5000
US Army Space and Missile Defense Command, 1941 Jefferson Davis Highway,
Suite 900, Arlington, VA 22215-0280
US Army Reserve Command, 1401 Deshler Street SW, Fort McPherson, GA
30330-2000
US Army Military Entrance Processing Command, 2834 Green Bay Road,
North Chicago, IL 60064-3094
Human Resources Command-Alexandria, 200 Stovall Street,
Alexandria, VA 22332-0400
US Army Test and Evaluation Command, Park Center IV, 4501 Ford Avenue,
Alexandria, VA 22302-1458
SUPERINTENDENT, US Military Academy, West Point, NY 10996-5000



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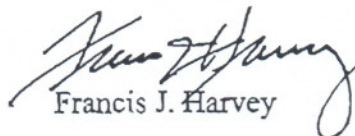
15 JAN 2005

MEMORANDUM THRU COMMANDER, US ARMY CORPS OF ENGINEERS

FOR COMMANDER, MISSISSIPPI VALLEY DIVISION
COMMANDER, SOUTHWESTERN DIVISION
COMMANDER, SOUTH PACIFIC DIVISION

SUBJECT: National Security Personnel System (NSPS)

1. Thank you for your support of our efforts to deploy a new civilian personnel system in the Department of Defense (DoD). Feel proud of the fact that by agreeing to be one of the first organizations to deploy NSPS you are taking the lead to overhaul our civilian personnel system. Implementing NSPS will require significant effort, but the dividends are tremendous as we can develop a flexible and fair system that will help us attract, retain, reward and grow a civilian workforce to meet the national security demands of the twenty-first century.
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4. I can't stress enough the importance of this initiative to our mission. NSPS will enhance our ability to more easily size, shape, and deploy our workforce to meet changing mission and requirements. Thank you for your personal involvement in this critical effort.


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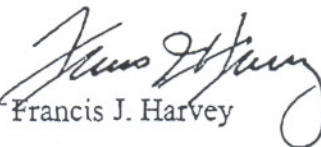
SECRETARY OF THE ARMY
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15 JAN 2005

MEMORANDUM FOR COMMANDER, US ARMY SPACE AND MISSILE DEFENSE
COMMAND

SUBJECT: National Security Personnel System (NSPS)

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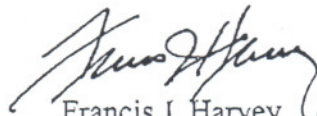
SECRETARY OF THE ARMY
WASHINGTON
15 JAN 2005

MEMORANDUM THRU ADMINISTRATIVE ASSISTANT
DEPUTY CHIEF OF STAFF, G-1

FOR DIRECTOR, HUMAN RESOURCES AGENCY

SUBJECT: National Security Personnel System (NSPS)

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15 JAN 2005

MEMORANDUM THRU COMMANDER, US ARMY MEDICAL COMMAND

FOR COMMANDER, MADIGAN ARMY MEDICAL CENTER

SUBJECT: National Security Personnel System (NSPS)

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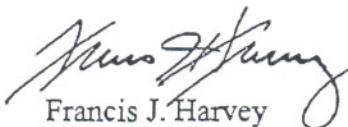
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15 JAN 2005

MEMORANDUM THRU COMMANDER, US ARMY MATERIEL COMMAND
FOR COMMANDER, HEADQUARTERS, COMMUNICATIONS AND ELECTRONICS
COMMAND
COMMANDER, TANK-AUTOMOTIVE COMMAND
COMMANDER, ARMAMENTS RESOURCE, DEVELOPMENT AND
ENGINEERING CENTER

SUBJECT: National Security Personnel System (NSPS)

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